



# PH Hometown News

Volume 5, Issue 2

April—June 2004

- **AFMSA DSN 297**

Col Bill Courtney	4331
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Maj Linda Bonnel	4216
Maj Jim Poel	0771
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MSgt Keith Morgan	4250

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Col (S) Ken Hall	1268
CMSgt Theron Reed	1294

- **AMC: DSN 779**

Col Rex Brennan	6336
Vacant	6336

- **Space Command DSN 692**

Col Don Coates	6810
CMSgt Bill Babb	6809

- **AFMC DSN 787**

Col Judith Holl	6728
SMSgt Dan Huber	7061

- **AETC: DSN: 487**

Col Tom Stedman	6536
SMSgt Diana Lacy	3900 (ext 3017)

- **USAFE: DSN: 314-480**

Lt Col Fred Kelsey	7670
Vacant	4767

- **PACAF: DSN: 315-449-**

Lt Col Paul Rehme	2332 X 269
CMSgt Peggy Kerns	3429

- **AFSOC: DSN 579-**

Lt Col Timothy Woodruff	2269
CMSgt Tom Huberty	2269

- **Reserves**

SMSgt Patricia Tooley	497-0600
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- **ANG: DSN: 278-**

Lt Col Cynthia Cogburn	8556
SMSgt George Silvas	8556

- **USAFSAM: DSN: 240-**

Col Diana Barnicott	2269
SMSgt Eric Harmon	3739

- **HQ USAF DSN: 297-**

Lt Col David Duque	5345
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## Force Shaping Message Causes Concerns

Here is a recent message that the DP community has sent out. It has caused some concern for many folks in the career field. There are many unanswered questions as to the exact impact this will have on our PH family. It has the potential of causing some major impacts. I am sure there will be more information to follow on this important Force Shaping initiative announced from the CSAF. Here is the message:

UNCLAS FROM: HQ USAF/DP  
TO: ML 8106 (All MPFs and MSSs)  
MAJCOM CVs  
19 AF//CC/CV/DP//  
2 AF//CC/CV/DP//  
HQ AETC//DO/DP//  
ML ALPERSCOM (Command DPs and J1s)  
ML 7300 (ANG DP Community)  
ML 7309 (AFRES DP Community)  
INFO:  
HQ AFRC//RE/REP//  
ANG//DP//  
NGB-CF  
AFPC//CC/DPP/DPA/DPS/DPD//  
HQ USAF WASHINGTON DC//XO/LG/IL/SE/  
XP/JA/HO/XI/SG/TE/FM/IG//  
PUBLIC RELEASE OF THIS MESSAGE IS AUTHORIZED 24 HOURS AFTER DATE OF MESSAGE. THIS IS TO PROVIDE THE AIR FORCE PERSONNEL COMMUNITY TIME TO REVIEW AND INTERPRET FORCE SHAPING POLICY IMPLEMENTED BY THIS MESSAGE.  
SUBJECT: MESSAGE #2 - AIR FORCE FORCE SHAPING PROGRAM - PHASE II  
THIS HQ USAF/DP ANNOUNCEMENT MESSAGE APPLIES TO ALL ACTIVE DUTY PERSONNEL. HQ AFPC WILL SEND OUT SEPARATE IMPLEMENTATION INSTRUCTIONS CONTAINING ADDITIONAL DETAILS.  
THIS MESSAGE IS IN SIX PARTS.  
I. MESSAGE FROM THE DEPUTY CHIEF OF

STAFF, PERSONNEL

II. OVERVIEW

III. FORCE SHAPING POLICIES

IV. OTHER CAREER OPPORTUNITIES

V. AFPC/MILITARY PERSONNEL

FLIGHT (MPF)/CAREER ASSISTANCE ADVISORS

(CAA)/IN-SERVICE RECRUITER ACTIONS

VI. POINTS OF CONTACT

PART I. MESSAGE FROM DEPUTY CHIEF OF STAFF, PERSONNEL.

1. PHASE I OF FORCE SHAPING ENDED IN MARCH. WE USED THE RESULTS OF THAT PHASE TO BUILD THE PHASE II POLICIES DESCRIBED IN THIS MESSAGE. IN KEEPING WITH THE GUIDANCE FROM THE AIR FORCE SECRETARY AND CHIEF OF STAFF, PHASE II CONTINUES THE GLIDE SLOPE TO REDUCE THE SIZE OF OUR FORCE WHILE REBALANCING MANNING IN THE SPECIALTIES. WE EXPANDED THE PARAMETERS FROM PHASE I AND INCLUDED SEVERAL OTHER MECHANISMS TO REDUCE OUR END STRENGTH BY THE END OF FY05, AND WE NEED YOUR HELP. THIS MESSAGE OUTLINES GREAT OPPORTUNITIES FOR PERSONNEL TO CONTINUE SERVING OUR COUNTRY IN THE TOTAL FORCE AS WELL AS OPPORTUNITIES TO SEPARATE. IF YOU WISH TO CONTINUE TO SERVE, YOU HAVE MANY CHOICES AVAILABLE TO YOU--RETRAIN INTO A SHORTAGE SKILL, TRANSFER TO THE AIR RESERVE COMPONENT, APPLY TO JOIN THE CIVIL SERVICE, OR TRANSFER TO THE ARMY. THERE ARE NUMEROUS ADVANTAGES TO EACH OF THESE OPTIONS, BUT ONLY YOU CAN DECIDE

WHAT IS BEST FOR YOU AND YOUR FAMILY.

2. THE SECRETARY OF THE AIR FORCE HAS AUTHORIZED THE USE OF NUMEROUS FORCE SHAPING POLICIES TO HELP US REACH AUTHORIZED END STRENGTH OF 359,700 PERSONNEL BY THE END OF FY05 (30 SEP 05). COMMANDERS AND SUPERVISORS AT EVERY LEVEL PLAY A VITAL ROLE IN THE AIR FORCE'S FORCE SHAPING EFFORTS AND ALL HAVE A RESPONSIBILITY TO ASSIST IN ACHIEVING THIS GOAL. YOUR PERSONAL INVOLVEMENT IS EXTREMELY IMPORTANT. OUR INTENT IS TO APPROVE AS MANY APPLICATIONS AS POSSIBLE, STAYING MINDFUL OF THE HEALTH OF THE CAREER FIELDS. DISAPPROVALS MAY OCCUR IF THE OVERALL HEALTH OF THE CAREER FIELD WILL BE ADVERSELY IMPACTED. ALL INTERESTED PERSONNEL ARE ENCOURAGED TO APPLY FOR ONE OF THE FORCE SHAPING PROGRAMS.

PART II. OVERVIEW.

3. PHASE II OF THE FORCE SHAPING PROGRAM IMPLEMENTS EARLY RELEASE PROGRAMS FOR PERSONNEL BY YEAR GROUP, GRADE, AND/OR SKILL LEVEL. HQ AFPC WILL ACCEPT APPLICATIONS, VIA SERVICING MPFS, BEGINNING 2 JUN 04.

4. APPROVAL/DISAPPROVAL NOTIFICATIONS WILL BE TRANSMITTED TO SERVICING MPFS NO LATER THAN 4 TO 6 WEEKS AFTER THE APPLICATION REACHES HQ AFPC/DPPR. APPLICANTS SHOULD NOTE THAT MEETING BASIC ELIGIBILITY CRITERIA AND APPLYING FOR RELEASE UNDER ANY PROGRAM OUTLINED BELOW DOES NOT GUARANTEE APPLICATION APPROVAL. APPROVED DEPARTURES WILL BE CLOSELY MONITORED TO ENSURE THE AIR FORCE MAINTAINS THE RIGHT SKILL AND EXPERTISE MIX.

5. PERSONNEL WHO APPLY FOR EARLY RELEASE UNDER THE FORCE SHAPING PROGRAM MAY REQUEST A DATE OF SEPARATION (DOS) NOT EARLIER THAN 15 JUL 04. DEPLOYED PERSONNEL ARE ELIGIBLE TO APPLY FOR EARLY RELEASE UNDER THE FORCE SHAPING PROGRAM; HOWEVER, THEIR DOS MAY BE NO EARLIER THAN 30 DAYS AFTER RETURN FROM DEPLOYMENT. OFFICERS AND ENLISTED MEMBERS WITH AN APPROVED DATE OF SEPARATION (DOS) AFTER 15 SEP 04 ARE PERMITTED TO ACCELERATE THE DOS. APPROVALS/DISAPPROVALS WILL BE BASED ON AIR FORCE NEEDS.

6. COLONELS AND MSGTS APPLYING FOR EARLY RELEASE UNDER THE FORCE SHAPING PROGRAM WILL BE CONSIDERED ON A CASE-BY-CASE BASIS WITH THEIR RESPECTIVE ASSIGNMENT OFFICE. POC FOR COLONELS IS HQ AFSLMO/CA, DSN 664-5039. POC FOR MSGTS IS MSGT TAMMY CANTRELL, AFSLMO/CG, DSN 665-2744, TAMMY.CANTRELL@RANDOLPH.AF.MIL.

7. THE DELEGATED APPROVAL/DISAPPROVAL AUTHORITIES FOR THE FORCE SHAPING PROGRAM

ARE: FOR COLONELS, HQ AFSLMO/CA; FOR MSGTS, HQ AFSLMO/CG; AND FOR ALL OTHER PERSONNEL, HQ AFPC/DPPR, RETIREMENTS AND SEPARATIONS DIVISION. BASE-LEVEL AUTHORITY TO APPROVE/DISAPPROVE MISCELLANEOUS SEPARATIONS IS SUSPENDED FOR THE DURATION OF THE FORCE SHAPING PROGRAM. MPFS WILL PROCESS APPLICATIONS EXPEDITIOUSLY. NO COMMANDER, SUPERVISOR, AGENCY, UNIT OR ORGANIZATION IS AUTHORIZED TO DELAY, DIVERT, OR DISAPPROVE APPLICATIONS. MPFS MAY PROVIDE A SEPARATE "EYES ONLY" COPY OF APPLICATIONS TO THE WING COMMANDER, IF REQUESTED, BUT WILL NOT DELAY PROCESSING THE APPLICATIONS.

8. PHASE II OF THE FORCE SHAPING PROGRAM IS EFFECTIVE 28 MAY 04 PURSUANT TO THE CONDITIONS OUTLINED BELOW.

PART III. FORCE SHAPING POLICIES.

9. LT COLS AND COLONELS TO RETIRE WITH 2-YEARS TIME IN GRADE. THE SECRETARY OF THE AIR FORCE AUTHORIZED THE REDUCTION OF THE THREE-YEAR TIME IN GRADE REQUIREMENT FOR ACTIVE DUTY LIEUTENANT COLONELS AND COLONELS TO RETIRE IN GRADE TO NO LESS THAN TWO YEARS. FOR DETAILS, REFER TO HQ USAF/DP MESSAGE 122126ZMAY04, IMPLEMENT AUTHORITY TO REDUCE TIME IN GRADE REQUIREMENT FOR O-5 AND O-6 RETIREMENT.

10. PALACE CHASE COMPONENT TRANSFERS. THE PALACE CHASE PROGRAM ALLOWS ACTIVE AIR FORCE MEMBERS TO REQUEST TRANSFER FROM ACTIVE MILITARY SERVICE TO THE AIR RESERVE COMPONENT (ARC) (AIR NATIONAL GUARD OR AIR FORCE RESERVE).

A. PERSONNEL IN ALL AFSCs ARE ELIGIBLE TO APPLY FOR A PALACE CHASE TRANSFER UNDER THE FORCE SHAPING PROGRAM. APPLICATIONS WILL BE APPROVED LIBERALLY, HOWEVER DISAPPROVALS WILL BE BASED ON THE OVERALL CAREER FIELD HEALTH. EXCEPTIONS: 1) PERSONNEL WHO HAVE NOT COMPLETED INITIAL SKILLS TRAINING, 2) PERSONNEL SCHEDULED TO RETRAIN INTO A CRITICAL SKILL, AND 3) PERSONNEL WITH A MEDICAL AFSC WHO ALSO POSSESS AN EDUCATIONAL ACTIVE DUTY SERVICE COMMITMENT (I.E., HEALTH PROFESSION SCHOLARSHIP PROGRAM, UNIFORMED SERVICES UNIVERSITY HEALTH SCIENCES) ARE NOT ELIGIBLE TO APPLY FOR A PALACE CHASE COMPONENT TRANSFER UNDER THE FORCE SHAPING PROGRAM. APPLICATIONS OUTSIDE THE CRITERIA OF THE FORCE SHAPING PROGRAM MAY BE FORWARDED TO THE SECRETARY OF THE AIR FORCE PERSONNEL COUNCIL FOR CONSIDERATION.

B. MEMBERS ARE REQUIRED TO HAVE A MINIMUM OF 12 MONTHS TIME IN SERVICE (TIS) AT THE TIME THEY APPLY FOR PALACE CHASE. TIMELINES IN TABLE 1.1., RULES 2, 5 AND 7 IN AFI 36-3205, APPLYING FOR THE PALACE CHASE

AND PALACE FRONT PROGRAMS, ARE WAIVED FOR THE DURATION OF THE FORCE SHAPING PROGRAM.

C. INELIGIBILITY CRITERIA OUTLINED IN AFI 36-3205, TABLE 1.1., RULES 11 AND 12, ARE WAIVED FOR THE DURATION OF THE FORCE SHAPING PROGRAM. AS A RESULT, USAF ACADEMY GRADUATES AND MEMBERS WHO HAVE BEEN NOTIFIED OF A PERMANENT CHANGE OF STATION ASSIGNMENT ARE ELIGIBLE TO APPLY FOR A PALACE CHASE TRANSFER.

D. PALACE CHASE APPLICATION TIMELINE RESTRICTIONS OUTLINED IN AFI 36-3205, PARAGRAPHS 1.3.4. AND 1.3.6.2., ARE WAIVED FOR THE DURATION OF THE FORCE SHAPING PROGRAM.

E. TRANSFER TO THE ARC UNDER THE FORCE SHAPING PROGRAM RESULTS IN A 2-FOR-1 (NOT LESS THAN 1 YEAR OR GREATER THAN 6 YEARS) COMMITMENT FOR BOTH OFFICER AND ENLISTED PERSONNEL.

F. RECOUPMENT OF BONUSES. MEMBERS RELEASED UNDER THE FORCE SHAPING PALACE CHASE PROGRAM MAY BE RELIEVED OF ANY RECOUPMENT OBLIGATION FOR UNEARNED PORTIONS OF BONUSES, INCLUDING CAREER STATUS BONUS (CSB), MEDICAL SPECIAL PAY AND MEDICAL ADDITIONAL PAY. RECOUPMENT ACTIONS FOR BONUSES WILL BE DEFERRED AND EVENTUALLY WAIVED CONTINGENT UPON SUCCESSFUL COMPLETION OF THE MEMBER'S PALACE CHASE OBLIGATION. EXCEPTIONS: RECOUPMENT IS NOT WAIVED FOR CONTINUATION PAY (AVIATOR CONTINUATION PAY (ACP), JUDGE ADVOCATE CONTINUATION PAY (JACP)), OR THE CRITICAL SKILLS RETENTION BONUS (CSRB). MEMBERS WILL NOT BE ELIGIBLE FOR BONUSES IN THE ARC IF THEY STILL HAVE RETAINABILITY AS A RESULT OF THEIR ORIGINAL ACTIVE DUTY BONUS PROGRAM, (I.E., NO DOUBLE BONUS PAYMENTS FOR THE SAME REASON).

G. RECOUPMENT OF EDUCATION COSTS. EDUCATION COSTS ASSOCIATED WITH SCHOLARSHIPS AND TUITION ASSISTANCE ARE NOT WAIVED FOR TRANSFERS TO PALACE CHASE. THE UNSERVED PORTION OF THE ACTIVE DUTY SERVICE COMMITMENTS FOR TUITION ASSISTANCE, ROTC COLLEGE SCHOLARSHIPS (ROTC - R/S/V/W), SERVICE ACADEMY EDUCATION, MISSILE CREW MEMBER EDUCATION, AND FUNDED LEGAL EDUCATION WILL BE RECOUPED.

H. ALL OTHER PALACE CHASE APPLICATION REQUIREMENTS APPLY (SEE AFI 36-3205, APPLYING FOR THE PALACE CHASE AND PALACE FRONT PROGRAMS).

I. REQUESTS TO CHANGE A PALACE CHASE APPLICATION, APPROVED PRIOR TO THE FORCE SHAPING PROGRAM, IN ORDER TO TAKE ADVANTAGE OF THE ELIGIBILITY AND RECOUPMENT WAIVERS MENTIONED ABOVE WILL NOT BE APPROVED.

11. LIMITED ACTIVE DUTY SERVICE COMMITMENT (LADSC) WAIVERS. ALLOWS OFFICER AND ENLISTED PERSONNEL TO EITHER RETIRE OR SEPARATE PRIOR TO COMPLETING SPECIFIED ACTIVE DUTY SERVICE COMMITMENTS. ALL AFSCS ARE ELIGIBLE TO APPLY; HOWEVER, APPROVAL/DISAPPROVAL WILL BE BASED ON THE NEEDS OF THE AIR FORCE. APPLICATIONS OUTSIDE THE CRITERIA OF THE FORCE SHAPING PROGRAM MAY BE

FORWARDED TO THE SECRETARY OF THE AIR FORCE PERSONNEL COUNCIL FOR CONSIDERATION. MEMBERS MUST TAKE INTO ACCOUNT DESIRED LEAVE, PERMISSIVE TDY AND TERMINAL LEAVE, IF APPLICABLE, IN ADVANCE OF THEIR DESIRED RETIREMENT/SEPARATION DATE. THE 120-DAY MINIMUM APPLICATION REQUIREMENT FOR MEMBERS WHO WISH TO TAKE TERMINAL LEAVE OR PERMISSIVE TDY IN CONNECTION WITH THEIR RETIREMENT IS WAIVED FOR THE DURATION OF THE FORCE SHAPING PROGRAM.

A. RETIREMENTS. ALL RETIREMENT-ELIGIBLE PERSONNEL MAY APPLY, REGARDLESS OF AFSC. EXCLUSIONS DESCRIBED IN PARAGRAPH 11C DO NOT APPLY TO RETIREMENT-ELIGIBLE PERSONNEL. RETIREMENT-ELIGIBLE PERSONNEL WITH ADSCS MAY APPLY FOR A WAIVER OF THE ADSCS LISTED IN PARAGRAPH 11D. MEMBERS APPROVED TO RETIRE UNDER THIS POLICY MUST COMPLY WITH AND COMPLETE ALL RETIREMENT REQUIREMENTS (TRANSITION ASSISTANCE PROGRAM, PHYSICAL EVALUATION, ETC) PRIOR TO THE EFFECTIVE DATE OF THE RETIREMENT. UNLESS SPECIFICALLY ADDRESSED IN THIS MESSAGE, POLICY AND PROCEDURAL REQUIREMENTS IN AIR FORCE INSTRUCTION 36-3203, SERVICE RETIREMENTS, MUST BE FOLLOWED. HQ AFSLMO/CA AND HQ AFSLMO/CG WILL EVALUATE COLONEL AND CMSGT APPLICATIONS ON A CASE-BY-CASE BASIS IN ACCORDANCE WITH O-6/E-9 MANNING.

B. SEPARATIONS. OTHER THAN THE EXCLUSIONS LISTED BELOW IN PARAGRAPH 11C, ALL PERSONNEL ARE ELIGIBLE TO APPLY FOR AN ACTIVE DUTY SERVICE COMMITMENT WAIVER. APPROVAL/DISAPPROVAL WILL BE BASED ON THE NEEDS OF THE AIR FORCE.

C. EXCLUSIONS: PERSONNEL WHO ARE CURRENTLY ATTENDING INITIAL SKILLS TRAINING OR OFFICERS SERVING UNDER A CSRB CONTRACT ARE NOT ELIGIBLE FOR THIS PROGRAM.

D. WAIVERABLE ADSCS/SERVICE COMMITMENTS. ADSC REASONS LISTED BELOW ARE WAIVERABLE UNDER THE LADSC WAIVER PROGRAM. MAXIMUM COMMITMENT PERIODS THAT MAY BE WAIVED DURING PHASE II OF THE FORCE SHAPING PROGRAM:

ADSC REASON OFFICER ENLISTED

PCS FULL FULL

PROMOTION N/A 18 MONTHS

AFIT (PHD) 36 MONTHS N/A

AFIT (MASTERS) 24 MONTHS 24 MONTHS

EDUCATION W/INDUSTRY FULL N/A

EXTENDED ACTIVE DUTY (EAD)

SERVICE ACADEMY NONE N/A

OTS 4 YEARS N/A

ROTC 2 YEARS N/A

DIRECT COMMISSION FULL N/A  
DATE OF SEPARATION (DOS)/  
END TERM OF SERVICE (ETS) N/A FULL  
BOOTSTRAP N/A FULL  
INTERMEDIATE/SENIOR  
DEVELOPMENTAL EDUCATION FULL N/A  
TECHNICAL TRAINING FULL FULL  
E. WAIVER REQUESTS FOR ADSC REASONS NOT LISTED ABOVE MUST BE SUBMITTED TO THE APPROPRIATE APPROVAL AUTHORITY IN ACCORDANCE WITH GUIDANCE IN AFI 36-2107, ACTIVE DUTY SERVICE COMMITMENTS.  
F. RECOUPMENT OF UNEARNED PORTIONS OF BONUSES IS REQUIRED UNDER THE LADSC WAIVER PROGRAM IN ACCORDANCE WITH EXISTING AIR FORCE INSTRUCTIONS AND AIR FORCE POLICY. CONTINUATION PAY WILL BE RECOUPED. NO EXCEPTIONS TO POLICY ARE AUTHORIZED.  
G. RECOUPMENT OF EDUCATION COSTS. EDUCATION COSTS ASSOCIATED WITH SCHOLARSHIPS AND TUITION ASSISTANCE ARE NOT WAIVED. THE UNSERVED PORTION OF THE ACTIVE DUTY SERVICE COMMITMENTS FOR TUITION ASSISTANCE, ROTC COLLEGE SCHOLARSHIPS (ROTC - R/S/V/W), SERVICE ACADEMY EDUCATION, MISSILE CREW MEMBER EDUCATION, AND FUNDED LEGAL EDUCATION WILL BE RECOUPED.  
12. ENLISTED DATE OF SEPARATION (DOS) ROLLBACK. (A) "ROLLS BACK" THE DOS OF ENLISTED PERSONNEL WITH SPECIFIED REENLISTMENT ELIGIBILITY (RE) CODES OR ASSIGNMENT AVAILABILITY CODES (AAC) WHO WILL HAVE LESS THAN 14 YEARS OR MORE THAN 20 YEARS OF SERVICE AT THE TIME OF SEPARATION; AND (B) "ROLLS BACK" THE DOS OF ENLISTED PERSONNEL WHO HAVE AN ASSIGNMENT LIMITATION CODE "C" (MEDICAL ASSIGNMENT LIMITATION) AND WILL HAVE 20 YEARS OF SERVICE AT THE TIME OF SEPARATION. THE ENLISTED DOS ROLLBACK APPLIES TO ALL AFSCS.  
A. AFPC WILL ESTABLISH A DOS OF NO LATER THAN 15 JAN 05 FOR PERSONNEL WITH RE CODES LISTED IN PARAGRAPH 12C. RETENTION OF PERSONNEL BEARING CODES LISTED IN PARAGRAPH 12C WILL REQUIRE COMMANDERS TO 1) DETERMINE IF RETENTION IS WARRANTED AND 2) CHANGE THE CODES AS AUTHORIZED. ALL RETIREMENT-ELIGIBLE PERSONNEL WILL BE AFFORDED THE OPPORTUNITY TO RETIRE IN ACCORDANCE WITH ESTABLISHED PROCEDURES.  
B. AFPC WILL ESTABLISH A DOS OF NOT LATER THAN 30 JUN 05 FOR PERSONNEL BEARING ALC "C" WITH 20 OR MORE YEARS OF SERVICE AT THE TIME OF SEPARATION (30 JUN 05). ALL RETIREMENT-ELIGIBLE PERSONNEL WITH ALC "C" WHO HAVE BEEN IDENTIFIED FOR DOS ROLLBACK WILL BE INELIGIBLE FOR PROMOTION CONSIDERATION. ALL RETIREMENT-ELIGIBLE PERSONNEL WILL BE AFFORDED THE OPPORTUNITY TO RETIRE IN ACCORDANCE WITH ESTABLISHED

PROCEDURES.  
C. COMMANDERS WILL BE NOTIFIED BY THE SERVICING MPF OF PENDING SEPARATIONS FOR AIRMEN WITH THE FOLLOWING RE/ALC CODES:  
2X DENIED REENLISTMENT  
3D DECLINED PCS  
3E DECLINED TRAINING  
4H SERVING SUSPENDED PUNISHMENT PURSUANT TO ARTICLE 15, UNIFORM CODE OF MILITARY JUSTICE  
4I SERVING ON THE CONTROL ROSTER  
ALC C MEDICAL WITH 20 OR MORE YEARS OF SERVICE BY 30 JUN 05  
AAC09 AIRMAN DECLINED TO EXTEND/REENLIST FOR RETAINABILITY FOR PCS/TEMPORARY DUTY  
AAC10 DENIED REENLISTMENT  
13. MISCELLANEOUS ENLISTED SEPARATIONS. FOR THE DURATION OF THE FORCE SHAPING PROGRAM, BASE LEVEL AUTHORITY FOR ENLISTED MISCELLANEOUS SEPARATIONS (AFI 36-3208, PARAGRAPH 3.15.) IS SUSPENDED. THIS ACTION IS REQUIRED TO ENSURE SPECIFIC TARGET AFSC LOSSES ARE MET. HQ AFPC/DPPRS IS THE APPROVAL/DISAPPROVAL AUTHORITY FOR ALL MISCELLANEOUS SEPARATION REQUESTS REGARDLESS OF MEMBER'S AFSC OR LENGTH OF DOS WAIVER REQUESTED. BASE SEPARATION AUTHORITIES MUST FORWARD ALL REQUESTS FOR MISCELLANEOUS SEPARATION TO HQ AFPC/DPPRS FOR APPROVAL/DISAPPROVAL UNTIL FURTHER NOTICE. IN ADDITION, THE REQUIREMENT FOR CONUS ASSIGNED AIRMEN TO APPLY FOR PALACE CHASE PRIOR TO SUBMITTING A REQUEST FOR MISCELLANEOUS SEPARATION IS SUSPENDED UNDER THIS PROGRAM.  
14. ENLISTED RETRAINING.  
A. A MESSAGE DATED 042152Z MAY 04 DESCRIBES THE INVOLUNTARY PHASE OF THE NCO RETRAINING PROGRAM. ENLISTED MEMBERS IN GRADES E-5 THROUGH E-7 ARE ELIGIBLE FOR MANDATORY RETRAINING INTO A CRITICAL AFSC. MEMBERS IDENTIFIED FOR RETRAINING WILL RECEIVE INDIVIDUAL NOTIFICATION FROM THEIR SERVICING MPF. SPECIALTIES IDENTIFIED TO RECEIVE RETRAINEES ARE LISTED ON THE AFPC WEBSITE, <https://www.afpc.randolph.af.mil/enlskills/Retraining/retraining.htm>.  
B. RETENTION RECOMMENDATIONS FOR ENLISTED MEMBERS ASSIGNED A REPORTING IDENTIFIER OF 9A100 (LOSS OF AFSC FOR CAUSE) MUST BE CLOSELY EVALUATED. IF A COMMANDER RECOMMENDS RETENTION, THE MEMBER MAY ONLY BE RETRAINED INTO ONE OF THE AFSCs LISTED ON THE AFPC RETRAINING WEBSITE UNDER THE 9A100 ICON. IF THE MEMBER IS NOT QUALIFIED TO RETRAIN INTO A LISTED AFSC, THEY WILL BE SEPARATED.  
C. FOR ADDITIONAL DETAILS, REFER TO THE NCO RETRAINING MESSAGES. POLICY QUESTIONS MAY BE DIRECTED TO MR. REESE LANG, HQ USAF/DPLTS, REESE.LANG@PENTAGON.AF.MIL, DSN 225-3434.

15. CAREER JOB RESERVATIONS (CJR). THE CJR PROGRAM LIMITS REENLISTMENTS INTO THE CAREER FORCE BY CONSTRAINING AFSCS FOR FIRST-TERM AIRMEN IN SPECIFIED AFSCS. BEGINNING 1 MAY 04, AIRMEN APPROACHING THEIR FIRST REENLISTMENT WILL COMPETE FOR A CJR. REFER TO MESSAGE 192123ZAPR04, FY04 CAREER JOB RESERVATION PROGRAM ANNOUNCEMENT, FOR DETAILS.

A. AIRMEN WHO DO NOT WANT A CJR OR TO RETRAIN MAY APPLY TO TRANSFER TO PALACE CHASE, TRANSFER TO THE ARMY, APPLY FOR CIVIL SERVICE, OR SEPARATE UNDER THE LADSC WAIVER PROGRAM.

B. POLICY POCs ARE MSGT MARIA CORNELIA, HQ AF/DPLFA, MARIA.CORNELIA@PENTAGON.AF.MIL, DSN 227-8650, AND MR. REESE LANG, REESE.LANG@PENTAGON.AF.MIL, HQ AF/DPLTS, DSN 225-3434.

16. OFFICER CONTINUATION. UNDER THE FORCE SHAPING PROGRAM, OFFICER CONTINUATION FOR CAPTAINS TWICE DEFERRED TO MAJOR WILL BE MORE RESTRICTIVE THAN IN THE PAST. CONSIDERATION FOR CONTINUATION WILL BE GIVEN TO SHORTAGE AFSCS AS APPROPRIATE. HQ AF/DPPPP WILL MONITOR FORCE SHAPING TRENDS AND PROVIDE CONTINUATION PARAMETERS, BASED ON AIR FORCE NEEDS, TO HQ AFPC AT THE TIME OF EACH CONTINUATION BOARD. POC IS MS. JUDY JAMES, HQ AF/DPPPP, JUDY.JAMES@PENTAGON.AF.MIL, DSN 225-4679.

17. AIR FORCE ROTC COMMISSIONEES TO THE ARC (ROTC-TO-ARC). PROVIDES ROTC CADETS AN OPPORTUNITY TO BE COMMISSIONED INTO THE AIR FORCE RESERVE OR AIR NATIONAL GUARD. A MAXIMUM OF 120 CADETS WILL BE APPROVED FOR ROTC-TO-ARC COMMISSIONS DURING PHASE II OF THE FORCE SHAPING PROGRAM.

A. EXCLUSIONS: CADETS GRADUATING WITH ONE OF THE FOLLOWING TECHNICAL DEGREES ARE EXCLUDED FROM THIS PROGRAM:

AERONAUTICAL ENGINEERING  
ASTRONAUTICAL ENGINEERING  
COMPUTER SYSTEMS ENGINEERING  
COMPUTER ENGINEERING  
ELECTRICAL/ELECTRONIC ENGINEERING  
ENVIRONMENTAL ENGINEERING  
PROJECT ENGINEERING  
MECHANICAL ENGINEERING  
METEOROLOGY

B. PROCEDURES. CADETS MUST TRANSITION INTO THE ARC AND WILL INCUR A 6-YEAR ARC COMMITMENT. CADETS WILL BE COMMISSIONED AND TRANSFERRED TO THE ARC AFTER A RESERVE COMPONENT UNIT ACCEPTS THE CADET AND THE APPLICATION IS ROUTED THROUGH AETC/CC TO HQ AFPC/DPPAO FOR APPROVAL. APPLICATIONS WILL BE ACCEPTED

BEGINNING 2 JUN 04 FROM ANY CADET GRADUATING IN FY05. CADETS SCHEDULED TO GRADUATE IN DEC 04 MUST SUBMIT APPLICATIONS BY 31 OCT 04.

C. REFER TO THE AFPC IMPLEMENTATION INSTRUCTIONS FOR DETAILS.

D. QUESTIONS REGARDING THE POLICY AND PROCEDURES FOR THIS PROGRAM WILL BE ADDRESSED BY CAPT MARGIE CROWE, MARGARET.CROWE@PENTAGON.AF.MIL, HQ AF/DPLFA, DSN 227-3670.

18. AFROTC CADET TRANSFERS TO THE ARMY (ROTC-TO-ARMY). PROVIDES CADETS THE VOLUNTARY OPTION TO BE COMMISSIONED INTO THE UNITED STATES ARMY. APPROVALS ARE LIMITED TO 50 CADETS DURING PHASE II OF THE FORCE SHAPING PROGRAM.

A. CADETS WILL BE COMMISSIONED AND TRANSFERRED INTO THE ACTIVE ARMY AFTER HEADQUARTERS DEPARTMENT OF THE ARMY (HQDA) G1 LIAISON OFFICER CONFIRMS THE CADET MEETS ARMY ELIGIBILITY REQUIREMENTS. APPLICATIONS WILL BE ROUTED THROUGH AETC/CC TO HQ AFPC/DPPAO FOR APPROVAL. APPLICATIONS WILL BE ACCEPTED BEGINNING 2 JUN 04. CADETS SCHEDULED TO GRADUATE IN DEC 04 MUST SUBMIT APPLICATIONS BY 31 OCT 04.

B. CADETS DESCRIBED IN PARAGRAPH 17A ARE INELIGIBLE TO APPLY FOR THIS OPPORTUNITY.

C. INTERESTED CADETS AND/OR COMMANDERS/SUPERVISORS OF INTERESTED CADETS ARE TO CONTACT THE HQDA POC, LT COL PATTY O'KEEFE, DAPE-MPO, AT DSN 225-6673 OR COMMERCIAL (703) 695-6673, FOR ASSIGNMENT OF A LIAISON OFFICER.

19. CADET DISENROLLEES-TO-ARMY. PROVIDES OPPORTUNITY FOR CADETS DISENROLLED FROM AFROTC OR USAFA TO VOLUNTARILY ENLIST IN THE US ARMY.

A. DISENROLLED CADETS MAY ENLIST IN THE ARMY AFTER HQ DEPARTMENT OF THE ARMY G1 LIAISON OFFICE CONFIRMS THE CADET MEETS ARMY ELIGIBILITY REQUIREMENTS AND APPROVAL IS OBTAINED FROM HQ AFPC/DPPAE.

B. MEMBERS WHO TRANSFER TO THE ARMY ACTIVE DUTY FORCE MUST SUCCESSFULLY COMPLETE A THREE-YEAR ACTIVE DUTY SERVICE COMMITMENT IN THE ARMY. MEMBERS WHO DO NOT COMPLETE THREE YEARS IN THE ARMY ACTIVE FORCE FOR WHATEVER CIRCUMSTANCE WILL BE REQUIRED TO REPAY THE COST OF THE UNSERVED PORTION OF THE ACTIVE DUTY SERVICE COMMITMENT. NO EXCEPTIONS TO POLICY ARE AUTHORIZED.

C. HQDA POC IS SERGEANT MAJOR ALPHONSA GREEN, DAPE-MPA-RP, DSN 225-7490.

20. RECLASSIFICATION OF OFFICER AND ENLISTED TECHNICAL SCHOOL ELIMINEES. PERSONNEL WHO DO NOT COMPLETE INITIAL SKILLS TRAINING (TECHNICAL TRAINING, RATED TRAINING, ETC) ARE TRAINING ELIMINEES.

A. UNDER THE FORCE SHAPING PROGRAM, TRAINING ELIMINEES MAY ONLY BE RECLASSIFIED INTO ONE OF THE FOLLOWING AFSCS:

1. OFFICERS

11FX FIGHTER PILOTS  
11HX HH60 AIRCRAFT COMMANDERS AND IN-  
STRUCTOR PILOTS  
11MX C-17 PILOTS  
11RX U-2 PILOTS  
11SX CURRENT/QUALIFIED INSTRUCTOR PILOTS  
12BX BOMBER ELECTRONICS WARFARE OFFI-  
CERS  
12FX FIGHTER NAVIGATORS  
12RX RECONNAISSANCE ELECTRONIC WAR-  
FARE OFFICERS  
13BX AIR BATTLE MANAGER  
13DXA CONTROL & RECOVERY (COMBAT RES-  
CUE)  
42PX CLINICAL PSYCHOLOGIST  
43HX PUBLIC HEALTH  
43PX PHARMACIST  
44AX CHIEF, HOSPITAL/CLINIC SERVICES  
44BX PREVENTIVE MEDICINE  
44DX PATHOLOGIST  
44EX EMERGENCY SERVICES PHYSICIAN  
44MX INTERNIST  
44NX NEUROLOGIST  
44PX PSYCHIATRIST  
44RX DIAGNOSTIC RADIOLOGIST  
44SX DERMATOLOGIST  
44TX RADIOTHERAPIST  
44YX CRITICAL CARE MEDICINE  
44ZX ALLERGIST  
45AX ANESTHESIOLOGIST  
45BX ORTHOPEDIC SURGEON  
45PX PHYSICAL MEDICINE PHYSICIAN  
45SX SURGEON  
46FX FLIGHT NURSE  
46GX NURSE-MIDWIFE  
46MX NURSE ANESTHETIST  
46NX CLINICAL NURSE  
46PX MENTAL HEALTH NURSE  
46SX OPERATING ROOM NURSE  
47XX DENTAL UTILIZATION FIELD  
48AX AEROSPACE MEDICINE SPECIALIST  
48RX RESIDENCY TRAINED FLIGHT SURGEON  
48VX PILOT-PHYSICIAN  
62EX DEVELOPMENTAL ENGINEERING UTILIZA-  
TION FIELD

2. ENLISTED

1A1XX FLIGHT ENGINEER  
1A2XX LOADMASTER  
1A3XX AIRBORNE COMMUNICATIONS & ELECT  
SYSTEMS  
1A5XX AIRBORNE MISSIONS SYSTEMS  
1A7XX AERIAL GUNNER  
1A8XX AIRBORNE CRYPTOLOGIC LINGUIST  
1C1XX AIR TRAFFIC CONTROL  
1C2XX COMBAT CONTROL  
1C4XX TACTICAL AIR COMMAND & CONTROL  
1C5XX AEROSPACE CONTROL & WARNING SYS-  
TEMS

1N0XX INTELLIGENCE APPLICATIONS  
1N1XX IMAGERY ANALYSIS  
1N3XX CRYPTOLOGIC LINGUIST  
1N4XX SIGNALS INTELLIGENCE ANALYSIS  
1N5XX ELECTRONIC SIGNALS INTELLIGENCE EXPLOI-  
TATION  
1N6XX ELECTRONIC SYSTEM SECURITY ASSESSMENT  
1T0XX SERE OPERATIONS  
1T2XX PARARESCUE  
3E7XX FIRE PROTECTION  
3E8XX EXPLOSIVE ORDNANCE DISPOSAL  
3E9XX READINESS  
3P0XX SECURITY FORCES  
4A0XX HEALTH SERVICES MANAGEMENT  
4E0XX PUBLIC HEALTH  
4N0XX MEDICAL SERVICE  
4Y0X2 DENTAL LABORATORY  
7S0XX SPECIAL INVESTIGATIONS  
8B000 MILITARY TRAINING INSTRUCTOR  
8D000 LINGUIST DEBRIEFER  
8F0XX FIRST SERGEANT  
8R000 RECRUITER  
9L000 INTERPRETER/TRANSLATOR

B. TRAINING ELIMINEES MAY ALSO BE CONSIDERED  
FOR RECLASSIFICATION INTO THE FOLLOWING SPE-  
CIALTIES UNTIL ACCESSION REQUIREMENTS ARE MET:

13SX SPACE/MISSILES  
14NX INTELLIGENCE  
2E2X1 COMM, NETWORK, SWITCHING, & CRYPTO SYS  
2E1X3 GROUND RADIO COMM  
2E6X3 TELEPHONE SYS  
2G0X1 LOGISTICS PLANS  
2T3X2A SPECIAL VEHICLE MAINTENANCE, FIRE  
TRUCKS  
3M0X1 SERVICES  
3N0X1 PUBLIC AFFAIRS  
3S0X1 PERSONNEL  
3V0X1 VISUAL INFORMATION  
3V0X2 STILL PHOTOGRAPHIC  
3V0X3 VISUAL INFORMATION PRODUCTION-  
DOCUMENTATION

C. PERSONNEL WILL NOT BE RECLASSIFIED MORE  
THAN ONE TIME.

D. PERSONNEL WHO DO NOT QUALIFY TO ENTER ONE  
OF THE AFSCS LISTED IN PARAGRAPH 11 AND PERSON-  
NEL WHO EXCEED ACCESSION TARGETS FOR AFSCS  
DESIGNATED IN PARAGRAPH 20 WILL BE SEPARATED.  
THESE PERSONS ARE ENCOURAGED TO APPLY TO THE  
ARC, ARMY, OR CIVIL SERVICE.

E. RECOUPMENT. THE UNSERVED PORTION OF THE AC-  
TIVE DUTY SERVICE COMMITMENTS FOR ROTC COL-  
LEGE SCHOLARSHIP (ROTC - R/S/V/W), SERVICE ACA-  
DEMY EDUCATION, MISSILE CREW MEMBER EDUCA-  
TION, AND FUNDED LEGAL EDUCATION WILL BE RE-  
COUPED. NO EXCEPTIONS TO THIS POLICY ARE AU-  
THORIZED.

F. THE POC FOR OFFICER RECLASSIFICATIONS IS MA-  
JOR DARRELL RAYNOR, DARRELL.  
RAYNOR@RANDOLPH.AF.MIL, HQ AFPC/DPASF,DSN

665-4455. THE POC FOR ENLISTED RECLASSIFICATIONS IS DR. ANGELA CANADA, HQ AETC/DOPA, ANGELA.CANADA@RANDOLPH.AF.MIL, DSN 487-1401.

21. OFFICER RECALL PROGRAMS. ALL OFFICER RECALL PROGRAMS ARE CLOSED UNTIL FURTHER NOTICE. EXCEPTIONS: ONLY THE FOLLOWING AFSCs MAY BE CONSIDERED FOR RECALL ON A CASE-BY-CASE BASIS:

PERMANENT RATED RECALLS

11A C-17 AIRCRAFT COMMANDER OR INSTRUCTOR PILOT

11F FIGHTER PILOT

11H HH60 AIRCRAFT COMMANDER OR INSTRUCTOR PILOT

11R U-2 PILOT

12B ELECTRONIC WARFARE OFFICER

12F FIGHTER NAVIGATOR

13B AIR BATTLE MANAGER

IST INTERSERVICE TRANSFERS TO CORE MAJOR WEAPONS SYSTEMS

PERMANENT NON-RATED RECALLS

13DXA COMBAT RESCUE (OPEN TO INTERSERVICE TRANSFERS)

13DXB SPECIAL TACTICS (OPEN TO INTERSERVICE TRANSFERS)

32E CIVIL ENGINEER

61SXA ANALYTICAL SCIENTIST

61SXD SCIENTIST - PHYSICIST

62E DEVELOPMENTAL ENGINEER

63A ACQUISITION MANAGER

IST MEDICAL SPECIALTIES

A. ALL PENDING APPLICATIONS WILL BE CONSIDERED IN ACCORDANCE WITH THE EXCEPTIONS LISTED IN PARAGRAPH 21. NO ADDITIONAL APPLICATIONS FOR RECALL WILL BE ACCEPTED AND NO EXTENSIONS WILL BE GRANTED.

B. RECALLED OFFICERS SERVING ON ACTIVE DUTY UNDER THE RETIRED RECALL OR LIMITED EAD PROGRAM. ONCE THE INITIAL CONTRACTED PERIOD IS COMPLETED OR THE REASON FOR RECALL NO LONGER EXISTS, WHICHEVER IS SOONER, THE RECALLED OFFICER WILL RETURN TO SEPARATION/RETIRED STATUS.

C. NO EXCEPTIONS TO THIS POLICY ARE AUTHORIZED.

D. POC FOR POLICY ON PERMANENT NON-RATED RECALLS IS MAJOR JOSEPH SLAVICK, HQ AF/DPLFA, JOSEPH.SLAVICK@PENTAGON.AF.MIL, DSN 227-8917.

E. POC FOR PERMANENT RATED RECALLS IS LT COL HARRISON SMITH, HQ AF/DPPPR, HARRISON.SMITH@PENTAGON.AF.MIL, DSN 227-7007.

22. HIGH-YEAR OF TENURE (HYT) EXTENSIONS. FOR THE DURATION OF THE FORCE SHAPING PROGRAM, HYT EXTENSION REQUESTS WILL ONLY BE CONSIDERED FOR HARDSHIP REASONS.

23. INTERSERVICE TRANSFERS OF PERSONNEL FROM OTHER SERVICES. EFFECTIVE IMMEDIATELY AND FOR THE DURATION OF THE FORCE SHAPING PROGRAM, INTERSERVICE TRANSFERS WILL NOT BE CONDUCTED EXCEPT FOR TRANSFERS TO 13DXA

(COMBAT RESCUE), 13DXB (SPECIAL TACTICS) AND CORE MAJOR WEAPONS SYSTEMS ONLY.

A. POC FOR POLICY ON NON-RATED OFFICER INTERSERVICE TRANSFERS IS MAJOR JOSEPH SLAVICK, HQ AF/DPLFA, JOSEPH.

SLAVICK@PENTAGON.AF.MIL, DSN 227-8917.

B. POC FOR INTERSERVICE TRANSFERS OF RATED PERSONNEL IS LT COL HARRISON SMITH, HQ AF/DPPPR, HARRISON.SMITH@PENTAGON.AF.MIL, DSN 227-7007.

24. QUALITY FORCE FACTORS.

A. COMMANDERS ARE HIGHLY ENCOURAGED TO REVIEW THE RECORDS AND MAKE RETENTION RECOMMENDATIONS FOR OFFICERS AND ENLISTED MEMBERS WHO HAVE ONE OR MORE/OTHER QUALITY FORCE INDICATORS LISTED BELOW. IF AFTER REVIEW THE COMMANDER DOES NOT AFFIRMATIVELY RECOMMEND RETENTION, MEMBERS MAY BE SUBJECT TO APPROPRIATE SEPARATION ACTION UNDER APPLICABLE AIR FORCE INSTRUCTIONS.

1. CORRECTIONAL CUSTODY

2. REFERRAL ENLISTED/OFFICER PERFORMANCE REPORTS

3. UNFAVORABLE INFORMATION FILE

4. ARTICLE 15

5. CONTROL ROSTER

6. CONFINEMENT

7. ALCOHOL/DRUG-RELATED OFFENSES

8. FINANCIAL IRRESPONSIBILITY/MISMANAGEMENT (NOT FOR HARDSHIP)

B. DENY REENLISTMENT. COMMANDERS OF ENLISTED PERSONNEL WITH REFERRAL PERFORMANCE REPORTS SHOULD STRONGLY CONSIDER DENYING REENLISTMENT OF THESE PERSONNEL.

25. DECLINATION FACTORS. OFFICER AND ENLISTED PERSONNEL WHO DECLINE AN ASSIGNMENT OR IN-RESIDENCE PROFESSIONAL MILITARY EDUCATION WILL BE SEPARATED NO LATER THAN 120 DAYS FROM THE DATE OF DECLINATION UNLESS THE NEEDS OF THE AIR FORCE DICTATE A LATER DATE. PERSONNEL WHO TENDER A RETIREMENT IN LIEU OF AN ASSIGNMENT WILL BE ALLOWED TO RETIRE; THE DATE OF SEPARATION (DOS) OF ENLISTED PERSONNEL WILL BE BASED ON THE DATE ELIGIBLE TO RETIRE (20 YEARS OF SERVICE). OFFICERS WILL HAVE A DOS ESTABLISHED IN ACCORDANCE WITH THE NEEDS OF THE AIR FORCE. DETAILED GUIDANCE ON THE IMPLEMENTATION OF THIS PROGRAM WILL BE OUTLINED IN A FORTHCOMING AFPC MPF MEMORANDUM.

PART IV. OTHER CAREER OPPORTUNITIES

26. TRANSFERS TO ARMY ACTIVE DUTY. THE AIR FORCE AND ARMY ARE INITIATING A PROGRAM TO TRANSFER QUALIFIED AIR FORCE OFFICERS AND ENLISTED MEMBERS TO THE ARMY. THIS IS A SUPERB OPPORTUNITY FOR PERSONNEL TO CONTINUE MILITARY SERVICE AS AN ACTIVE DUTY MEMBER. THE ARMY MAY OFFER MEMBERS A MONETARY INCENTIVE TO ENLISTED MEMBERS

WHO TRANSFER TO THE ARMY. MEMBERS WILL BE REQUIRED TO SERVE A MINIMUM OF THREE YEARS IN THE ARMY.

A. ELIGIBILITY: O-1 THROUGH O-3 AND E-1 THROUGH E-5 PERSONNEL MAY APPLY TO TRANSFER TO THE ARMY. MEMBERS MUST MEET THE MINIMUM ACADEMIC AND PHYSICAL CRITERIA FOR ENTRY INTO THE ARMY. MEMBERS WHOSE RECORD CONTAINS DEROGATORY INFORMATION THAT WOULD PREVENT RETENTION IN THE AIR FORCE MAY NOT BE ACCEPTED BY THE ARMY.

B. PERSONNEL IN ALL AFSCS ARE ELIGIBLE TO APPLY TO TRANSFER TO ANY OF THE ARMY'S 212 MILITARY OCCUPATIONAL SPECIALTIES (MOS). IF THE MEMBER'S AFSC DIRECTLY CONVERTS TO A MOS, THE MEMBER WILL BE PRESENTED THE OPTION TO SERVE IN THE MOS OR TO RETRAIN INTO ANOTHER MOS. IF THE MEMBER'S AFSC DOES NOT DIRECTLY CONVERT TO A MOS, THE MEMBER WILL BE PERMITTED TO CHOOSE FROM THE LIST OF SPECIALTIES AND RETRAINED AS NEEDED.

C. RECOUPMENT OF BONUSES. MEMBERS TRANSFERRING TO THE ARMY ACTIVE DUTY FORCE VIA FORCE SHAPING WILL BE REQUIRED TO REFUND THE UNEARNED PORTION OF AIR FORCE BONUSES. WAIVER OF A PORTION OF THE INITIAL ENLISTMENT BONUS MAY BE CONSIDERED.

D. RECOUPMENT OF EDUCATION COSTS. EDUCATION COSTS ASSOCIATED WITH SERVICE ACADEMY GRADUATION, SCHOLARSHIPS AND TUITION ASSISTANCE WILL NOT BE RECOUPED FOR TRANSFERS TO THE ARMY ACTIVE DUTY FORCE PROVIDED THE MEMBER COMPLETES THE FULL PERIOD OF THE ADSC OR THREE YEARS IN THE ARMY, WHICHEVER IS LONGER.

E. ADDITIONAL INFORMATION ON THIS OPPORTUNITY WILL BE PUBLISHED AT A LATER DATE.

HQDA POC FOR OFFICERS IS LT COL DENNIS HARRINGTON, DAPE-MPO, DENNIS.

HARRINGTON@HQDA.ARMY.MIL, DSN 225-7283 OR COMMERCIAL (703) 695-7283. HQDA POC FOR ENLISTED IS SERGEANT MAJOR ALPHONSA GREEN, DAPE-MPA-RP, DSN 225-7490.

27. EMPLOYMENT WITH CIVIL SERVICE. PERSONNEL WHO WISH TO CONTINUE TO SERVE IN THE TOTAL FORCE, BUT NOT IN UNIFORM, ARE ENCOURAGED TO APPLY TO JOIN THE CIVIL SERVICE TEAM.

A. INTERESTED PERSONS SHOULD VISIT THE OFFICE OF PERSONNEL MANAGEMENT (OPM) WEBSITE, [WWW.USAJOBS.OPM.GOV](http://WWW.USAJOBS.OPM.GOV), AND CLICK ON THE "MY USAJOBS" TAB TO VIEW THE LIST OF VACANCIES AT FEDERAL AGENCIES.

B. ADDITIONAL JOB INFORMATION AND ASSISTANCE ARE AVAILABLE FROM THE DEFENSE APPLICANT ASSISTANCE OFFICE (DAAO) VIA THE DAAO WEBSITE, [WWW.GO-DEFENSE.COM](http://WWW.GO-DEFENSE.COM).

C. PERSONNEL ARE ALSO ENCOURAGED TO VISIT THE FAMILY SUPPORT CENTER FOR RESUME' ASSISTANCE. PART V. AFPC/MPF/CAA/IN-SERVICE RECRUITER ACTIONS.

28. AFPC, MPFs, CAREER ASSISTANCE ADVISORS (CAA), AND IN-SERVICE ARC RECRUITERS MUST WORK TOGETHER TO ENSURE ELIGIBLE MEMBERS ARE AWARE OF THEIR RELEASE OPTIONS. AFPC WILL PROVIDE LOCAL MPFS AND CAAS WITH DETAILED INSTRUCTIONS IN AN MPFM. ALL APPLICATIONS ARE TO BE EXPEDITED DIRECTLY TO HQ AFPC/DPPR. AIR FORCE RESERVE IN-SERVICE RECRUITERS ARE AVAILABLE IN MOST ACTIVE DUTY MPFs. FOR MPFs WITHOUT A PERMANENT PARTY AIR FORCE RESERVE IN-SERVICE RECRUITER, CONTACT INFORMATION IS READILY AVAILABLE AT MPF CUSTOMER SERVICE. ADDITIONALLY, AT BASES WHERE NO ANG IN-SERVICE RECRUITER IS PRESENT, THE AIR NATIONAL GUARD WILL PROVIDE CAAs WITH BRIEFING MATERIALS THAT OUTLINE THE BENEFITS OF TRANSFERRING TO THE ANG. CAAs WILL WORK WITH THEIR MPF AND IN-SERVICE ARC RECRUITERS TO DEVELOP A BRIEFING FORMAT AND SCHEDULE THAT ALLOWS ALL ELIGIBLE PERSONNEL AN OPPORTUNITY TO LEARN ABOUT THEIR EARLY RELEASE OPTIONS AND ASK QUESTIONS. ADDITIONAL GUIDANCE WILL BE FORTHCOMING FROM HQ AFPC. CAAs SHOULD DIRECT QUESTIONS TO SMSGT MARIA CORNELIA, HQ AF/DPLFA, MARIA.

CORNELIA@PENTAGON.AF.MIL, DSN 227-8650.

PART VI. POINTS OF CONTACT.

29. INDIVIDUALS ARE TO CONTACT THEIR SERVICING MPF. MPFS SHOULD CONTACT HQ AFPC/DPPRS, SEPARATIONS, AT DSN 665-2792 OR HQ AFPC/DPPRR, RETIREMENTS, AT DSN 665-2664. COLONELS MAY CONTACT HQ AFSLMO/CA AT DSN 664-5039. CMSGTS MAY CONTACT MSGT TAMMY CANTRELL, AFSLMO/CG, DSN 665-2744, TAMMY.CANTRELL@RANDOLPH.AF.MIL. MAJCOMS AND HQ AFPC MAY CONTACT HQ AF/DPPPA, MAJOR DAWN KEASLEY AT DSN 224-8270, DAWN. KEASLEY@PENTAGON.AF.MIL.

UNCLASS

Stay tuned for more information and clarifications to come out from the DP world as well as from the AFMS community.





## A Legend Retires ... After 30 Years

Recently, Colonel Leo Cropper retired after 30 years of dedicated service to the USAF and to the Public Health Career Field. His ceremony was held 26

March, 2004 at the Brooks City

Base Hangar 9 and a luncheon followed at the Club.

Col Cropper served many years in various leadership positions for our career field including a tour as an instructor at USAFSAM, the Associate Corp Chief Consultant to the USAF Surgeon General at Bolling AFB



and recently as the Commander of the Air Force Research Lab (AFRL) at Brooks City Base.

During his retirement cere-



mony, Col Cropper was presented the coveted Order of Military Medical Merit Award. Col Cropper was one of only three USAF veterinarians who have ever been presented this award. The Order of Military Medical Merit is a private organization founded by the Commanding General of U.S. Army Health Services Command in April 1982 and recognized Col Cropper for his distinguished service who clearly demonstrated the highest standards of integrity and moral character, displayed an outstanding degree of professional competence made a significant contribution to the Army Medical Department (AMEDD). Thank you Col Cropper for everything you have done for us!

## Deployed Excellence!

**Deployed:** Recently, a team of public health personnel were recognized for their outstanding contribution to the deployed mission. **SrA Cedric Parsons** was selected as the 380th EMDG Airman of the Month for Apr in recognition of his tireless efforts to protect the public health, especially given his extra struggles with GEMS and CITA!

**TSgt Curtis W. Ellis, Jr.** was selected as the 386th AEW/EMDG NCO of the Month and **Capt Edward Kosterman** was nominated for the Company Grade Officer of the Month for the 386th AEW.

These folks have done an extremely good job protecting the health of our deployed forces. **Major Greg Bobel**, the CENATF(F)/SG Public Health Officer stationed at Al Udeid AB, Qatar, stated recently, "I really believe this is the finest collection of PH NCOs and officers we've ever assembled out here

during the same rotation. Their efforts and foresight continue to make force health protection a reality, as well as lay the foundation for the success of future rotations."

Major Bobel also shared with us, "I've definitely relied on SrA Parson's assistance in keeping the Public Health higher ups and Air Force MILVAX Office informed on Emergency-Essential (EE) civilian/Mission-Essential (ME) contractor vaccination issues here in theater. He also helped identify some missing wording in the 'Remarks' section of the TDY deployment order to help clarify home station requirements. Additionally, the greater than 91% (best in theater) current anthrax shot completion rate he established at the 380th speaks for itself". We can all be proud of the work that our deployed forces continue to perform all around the world! Great job and thanks to each of you!

# Team Aerospace Supports Sister Service

By Lt Col Terry Carpenter, Director Armed Forces Pest Management Board

## USAF Team Aerospace Takes On a New Mission

On February 8, 2004, Team Aerospace assumed a new mission for the United States Air Force. On that day, an eleven member Air Force team assumed the responsibility of providing preventive medicine support in Northern Kuwait from the Army's 787<sup>th</sup> Medical Detachment (PM), becoming the 1<sup>st</sup> Preventive Medicine Team-Air Force (PMTAF).

To accomplish this new mission, the Air Force brought together 11 personnel from 5 installations (Bolling AFB, Brooks City-Base, MacDill AFB, Randolph AFB, and Shaw AFB), and 4 different carrier fields; Public Health, Bio-Environmental Engineering, Medical Entomology, and Civil Engineers. The 1<sup>st</sup> PMTAF's mission is to provide preventive medicine support to US Forces at 6 Base Camps throughout the Northern Kuwaiti Theater through the maintenance of health, prevention of disease and medical force protection.

The mission is divided into five major areas of responsibility; water quality monitoring and analysis, food service sanitation and inspection, disease control and prevention, camp and field sanitation assessments, and environmental monitoring. In addition, the 1<sup>st</sup> PMTAF has been providing technical support to Army Central Command (ARCENT) and Coalition Forces Land Component Command (CFLCC) on preventive medicine, environmental health, and health risk assessment issues.

The 1<sup>st</sup> PMTAF began this mission during the largest turn over of coalition land forces since World War II, ensuring the health and well being of over 240,000 troops. The first rotation of the 1<sup>st</sup> PMTAF will occur in late June, with a new group of 11 taking over a unique, first time, ground breaking mission. The Air Force will continue providing support for this mission until early 2005.

**Editor's Note:** Thanks to those who provide the best possible service in the most austere conditions and who are in harms way! We salute you!



### The 1<sup>st</sup> PMTAF at Camp Udairi, Kuwait. Front row

from left to right:

Lt Col David Duque, SSgt Steve Akers, TSgt Duwayne Foster, SSgt David Baskin, SSgt Kevin Vinnett.

Back row from left to right: TSgt Ryan Leith, SSgt Clarissa Holloway, TSgt Kelly Lacross, Amn Martin Reyes, Capt Mark Pomerinke, and TSgt Tim Clepper.



## 30 Dedicated Years

**CMSgt James Cahill** recently retired after 30 years dedicated to serving his country and the former 4FOX1 Career Field. Although he retired technically as a 4E0X1, he is a Four Fox at heart. Chief Cahill has seen many changes through the years, but one memorable change was the dissolution of the 4FOX1 career field. He was an integral part of the actual merger. He was one of the three amigos (Career Field Managers) who led the merger process. Chief Harms (the 4N0X1 CFM) and Chief Strout (the 4E CFM) jokingly call him “dad.”

The merger was going to happen one way or another and the leadership of Chief Cahill made it much easier for many bases to transition. He personally visited several bases to brief them on the merger process and assisted with the development of the merger bridge courses designed to provide the basics of the new missions to the Public Health community (both the traditional 4E and transitioning 4F members). He was also instrumental in the development of the flight medicine and Squadron Medical Element curriculum at the school house at



Col Courtney Scott (USAFSAM Commander) officiated at Chief Jim Cahill's recent retirement ceremony at Brooks

Sheppard AFB for the new Aeromedical Services career field (new 4N0X1 encompassing the traditional 4N and the transitioning 4F members).

Chief Cahill leadership and camaraderie will be missed. He did not move very far after retirement...he works one door over at USAFSAM as a contractor handling the manpower for the organization. For those of you who know Chief Cahill, stop by and see him and tell him thanks for his 30 years of dedicated service.

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## 30 More Dedicated Years

**CMSgt Ricky Adair** recently retired from HQ AAFES at Dallas after dedicating 30 years to the USAF Public Health career field. Of course, the career field has gone through many changes through the years, in fact, it was called the USAF Veterinary Service back in his early days. He started out taking care of animals and in 1983, the field gave up animal care and took on the Environmental Health mission. Later in the early 1990's the field changed to Military Public Health and then in the late 1990's to Public Health.

Chief Adair has served in many different capacities throughout his career. He has served as an NCOIC, Superintendent, Additional Duty First Sergeant and Medical Group Superintendent. He finished up his illustrious career at HQ AAFES, traveling several times to the dangerous areas

within Iraq and Afghanistan.

Major General Kathryn Frost (pictured with CMSgt Adair) officiated at Chief Adair's retirement ceremony in early April. Below, Chief Adair presents his son with a flag that was flown in Iraq.



Chief Adair served his country for 30 years and will continue to perform similar duties as his new job is to work for AAFES in the European and Middle East Region. Thank you Chief Adair for

your great work and many years of service.

# Great People!



**Little Rock AFB, Arkansas:** Ms. Susie Gassaway, has faithfully served our government for 30-plus years and has been a part of the Public Health family since 1986 and had a retirement ceremony the 24th of May in the 314th Medical Group. Thank you Ms. Gassaway for all of your hard work and dedication for so many years. We hope that you and Jack enjoy your well deserved retirement!

**Brooks City Base, Texas:** MSgt Melissa Gillette recently won several awards including NCO of the

Year for USAFSAM; NCO of the Year for the entire 311th Human Systems Wing; NCO of the Year for the Aeronautical Systems Center at Wright Patterson AFB, OH; nominee for the NCO of the Year for AFMC at WPAFB, OH; Public Health Staff NCO of the Year for both AFMC and the entire USAF; and the 2004 Blue Suit Award winner for San Antonio, Texas. Way to go Missy!



**HQ AETC:** Col Dobson (recently promoted to Colonel as seen in the picture at left) has been an IMA at HQ AETC/SGPM since October, 1993. After the attack on the World Trade Center (9/11),

she was called to active duty on 29 October 01 and served in the Public Health Flight at WHMC until she was transferred to HQ AETC/SGPM on 8 April 02. She has been with HQ AETC on a full time basis for the last 15 months. Thanks for your dedicated service! We appreciate all you have done for us!



**AETC:** TSgt Erica R. Aguilar who works at HQ AETC in a SGPA special duty assignment processing induction physicals for flyers was promoted on to TSgt on 1 Apr 04. Col

Brian Parsa, HQ AETC/SGP helped with the pinning ceremony. Congratulations Erica!

**Eielson AFB, Alaska:** Not only did Eielson's Operational Readiness Inspection go extremely well with an overall rating of "Excellent", but once again some bragging rights are in order. Two of the three MDG outstanding performers, named by HQ PACAF/IG, are 4E0X1, Public Health Technicians!! TSgt Teresa Bates has done amazing things with the medical records review and Force Health Management team processes. SSgt William Holden was doing a bang up job on medical intelligence briefings on the processing line!!

Master Sergeant Gage is the Noncommissioned Officer in-Charge (NCOIC), Public Health Flight, 42d Aeromedical-Dental Squadron, 42d Medical Group, Maxwell Air Force Base, Alabama. Born and raised in Gulfport, Mississippi, he graduated from Gulfport High School in 1983 and entered delayed enlistment program and officially joined the United States Air Force on 21 February 1984. His previous assignments include: Aug 1984 to Dec 1986 Columbus AFB, Mississippi; from Dec 1986 to Feb 1989, Clark Air Base, Republic of the Philippines; from Feb 1989 to Mar 1990 Kunsan Air Base, Republic of Korea; from Mar 1990 to Apr 1991 Osan Air Base, Republic of Korea; from Apr 1991 to Oct 1997 Sheppard AFB, Texas; from Oct 1997 to Oct 1999 Izmir Air Base, Turkey; from Oct 1999 to Aug 2002 Beale AFB, California; from Aug 2002 to Mar 2004 Maxwell AFB, Alabama.



Master Sergeant Gage's military awards include the Air Force Meritorious Service Medal, Air Force Commendation Medal (4 OLC), Air Force Achievement Medal (2 OLC), and the Air Force Outstanding Unit Award (4 OLC). He earned his associate Degree in Environmental Medicine from the Community College of the Air Force. Master Sergeant Gage enjoys his time with his only son, Trevor. Good luck on a well deserved retirement!

# Retirement day has come

Ahhh, the day has come ... retirement! Some of us relish the thought of making it 20 years so we can retire. However, there's another breed out there -- those who make it to 30 years, through hard fought, sweat breaking, dedication to our country! Stop and think about how long 30 years is.



According to the Air Force Personnel Center, more than 60 percent of the Air Force and more than 40 percent of the people on Peterson Air Force Base don't remember thirty years ago. For those of us just starting out in the Air Force, 30 years seems like a life time away and for those of us getting to the end of this chapter of our military career, 30 years seems to have gone by so fast.

During a military retirement ceremony, you'll probably hear stories of great accomplishments spread out over numerous years. You'll hear about a multitude of bases around the world all culminating in a tremendous career. If you haven't attended a retirement ceremony, go to one if the retiree has dedicated 30 years of service; you're in for an experience. Team Pete has one such dedicated member retiring June 4 -- Col. Don Coates, Chief of Medical Operations Air Force Space Command Headquarters. What makes this one officer so special? The thousands of lives he has touched over those 30 years. He has mentored officers, enlisted and civilian members and helped them achieve great things throughout those rewarding years.

In August 1988, Colonel Coates was assigned to Air Force Space Command becoming the first Environmental Health Officer assigned to a Major Command Headquarters. In this role, he provided guidance that served as the cornerstone of the careers of numerous people. Lt. Col. Tim Woodruff, a Public Health Officer at Air Force Special Operations Command at Hurlburt AFB, Fla. remembers when Colonel Coates helped him get started in his career. Lt. Col. Woodruff recalled a quote that applies to many of us, "To never underestimate the

importance of what we do and to always remember the reason we are." This important point can be translated to other support professions as well. Colonel Coates' legacy will carry on through Lt. Col. Woodruff and the many others who benefited from the wisdom of a great leader.

As the Chairman of Department of Public Health and later as the vice commander of the USAF School of Aerospace Medicine at Brooks AFB, Texas, he molded instructors and students into highly effective Public Health professionals. Maj. James Poel, a former instructor, stressed that Colonel Coates had a keen ability to listen. The colonel's intensity and interest during conversations often left people with a higher energy level than when they began the discussion.

As the public health assignments officer, Colonel Coates worked the puzzle pieces of matching the personal assignment preferences, career goals and the essential needs of the Air Force. Colonel Tom Stedman, Air Education and Training Command Public Health Officer, said, "People are our most important asset. Those words are not a cliché that (Coates) gives lip service to. Instead, he has touched the lives of countless officers, NCOs and Airmen with his compassion and action -- living proof that he really believes the meaning those words convey. He has always been and will be fondly remembered as, a leader who put people first."

As a senior Public Health Corporate Board member, Colonel Coates influenced the direction and guidance for the career field and the ways the Air Force Medical Service has executed preventive medicine throughout our communities. Col. William Courtney, Associate Corps Chief, Biomedical Sciences Corps Consultant to the USAF Surgeon General for Public Health at Bolling AFB, Washington D.C. stated, "When Colonel Coates speaks, everybody listens!" In April 2001, Colonel Coates was reassigned to Peterson and AFSPC as the Chief of the Medical Operations Division in the Command Surgeon's Office.

So how did this great leader get to where he is today? Colonel Coates will tell you that it was because of his family. His real pride and joy is his family, his wife Patty and their five children, Kimberly, Jodi, John, Ryan, and Jamie. Patty is enrolled in a Master's Degree program in Special Education. Kimberly teaches Russian at the Defense Language Institute at Lackland AFB, Texas. Jodi who recently earned her Doctor in Medicine Degree will be attending a general surgery residency in



California. John graduated from the US Naval Academy and is a helicopter pilot in the US Marine Corp. Ryan graduates from the US Air Force Academy this month and enters pilot training at Moody AFB, Georgia. Jamie is a sophomore at Air Academy High School and has earned academic and musical letters for excellence. It is easy to see how he has positively affected his own family to great success just as he has helped the other lives throughout his illustrious career!

Through their achievements – academically or occupationally – the colonel finds his measures of success in life. Colonel Coates is a dynamic and visionary leader, mentor and family man whose actions and friendship will be dearly missed by his public health family. On behalf of the Public Health and Aerospace Medicine communities, we want to thank Colonel Coates for his devout dedication and valuable contributions to the Air Force. We wish him and his family many years of happiness and success!

Pictured here is Colonel Coates and two of his daughters talking with Lt Cesar Romero(an outstanding prior enlisted Public Health Officer stationed at Elmendorf AFB Alaska).



The next time you get an opportunity to attend a retirement ceremony ... take advantage of it and take the time to give thanks to those who have given so much to the Air Force and our great country!

## Final Thoughts...

After recently reviewing a report of average Temporary Duty assignment rates for the AFMS, it became clear that PH has not only many people deployed, but there are many people who travel extensively. The report covers a period of 12 months ending at the close of Feb 04.

Here is a short summary of the data for our Public Health family members:

Of the 8 CMSgts we have had on active duty for this time period (including Group Superintendents) there was a total of 42 TDYs totaling 356 days on the road. This means that there was an average of 44 days TDY per traveler for a TDY rate of 12 % for the 4E000 CMSgts. For the general 4E0X1 population (excluding the CMSgts) there were 678 people who traveled for 1,277 TDYs totaling 24,249 days on the road. This is an average of 36 days TDY per traveler or a TDY rate of 7%.

The Public Health Officers traveled a little more extensively. There were 171 Officers that took 491 TDYs totaling 7,560 days on the road, which aver-

ages 44 days TDY per traveler or a TDY rate of 14%.

How does this compare to other fields:

AFSC	People	TDYS	Days	Avg	Rate
Flt Docs	221	828	14,601	66	20%
RAMS	156	487	8,405	54	20%
BEE –A	298	1145	13,269	45	15%
BEE—B	10	39	257	26	9%
BEE –C	5	28	272	54	15%
BEE– D	9	28	173	19	6%
BEE—E	29	217	1,076	37	15%
Med Ent	12	46	734	61	18%
<b>PHO</b>	<b>171</b>	<b>491</b>	<b>7,560</b>	<b>44</b>	<b>14%</b>
4A0X1	1323	2,123	36,253	27	3%
4A CEM	55	181	1,069	19	6%
4B0X1	619	1,349	22,105	36	7%
4B CEM	10	30	291	29	9%
4N0X1	3,177	6,244	152,809	48	7%
4N CEM	36	150	1,069	30	10%
4M0X1	256	604	9,863	39	8%
4M CEM	3	8	40	30	5%
4V0X1	97	163	2,352	24	4%
4V CEM	2	10	62	31	8%
<b>4E0X1</b>	<b>678</b>	<b>1,277</b>	<b>24,249</b>	<b>36</b>	<b>7%</b>
<b>4E CEM</b>	<b>8</b>	<b>42</b>	<b>356</b>	<b>44</b>	<b>12%</b>